

Diversity Study

Report to the President, Steve Penny
USA Gymnastics
Diversity Study

November 1, 2007

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Executive Committee, USA Gymnastics

USA Gymnastics sought to determine whether or not racial and ethnic minorities are, in fact, under represented within the sport of gymnastics. The survey of the member clubs served as an initial effort to ascertain minority participation levels within the sport.

Methodology

Sampling is that part of statistical practice concerned with the selection of individual observations intended to yield some knowledge about a population http://en.wikipedia.org/wiki/Population_statistics of concern, especially for the purposes of statistical inference http://en.wikipedia.org/wiki/Statistical_inference. Each observation measures one or more properties (in

this case gender and race) of an observable entity enumerated to distinguish individuals.

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to distinguish individuals.

Survey Summary:

In the Spring of 2007 Steve Penny, President of USA Gymnastics, requested a survey of the Member Clubs of USA Gymnastics in an initial effort to determine minority participation levels within the member clubs. The results of that survey are presented below.

| | |
|---|----------------|
| Male Participation within the sample..... | 20.45% |
| Female Participation within the sample..... | 79.45% (99.9%) |
| Caucasian Participation within the sample..... | 74.46% |
| African American Participation within the sample..... | 6.61% |
| Hispanic Participation within the sample..... | 3.63% |
| Asian Participation within the sample | 10.67% |
| Middle East Participation within the sample | 0.53% |
| American Indian Participation within the sample | 0.44% |
| Unknown Participation within the sample: | 1.87% (98.23%) |

Background

Under the provisions of the Ted Stevens Olympic and Amateur Sports Act, as enacted by United States Congress, the purpose of the United States Olympic Committee, among other things, is “to encourage and provide assistance to amateur athletes of racial and ethnic minorities for the purpose of eliciting the participation of those minorities in amateur athletic activities in which they are under represented”.

Pursuant to the purpose stated above USA Gymnastics, acting in its status as a National Governing body as recognized by the United States Olympic Committee, desires to further the mission to “encourage and provide assistance to amateur athletes of racial and ethnic minorities” within the sport of gymnastics.

Prior to providing such encouragement and assistance

The sampling process consists of 8 simple stages:

1. Definition of population concern,
2. Specification of a sampling frame http://en.wikipedia.org/wiki/#Sampling_frame, a set <http://en.wikipedia.org/wiki/Set> of items or events that it is possible to measure,
3. Specification of sampling method http://en.wikipedia.org/wiki/#Sampling_method for selecting items or events from the frame,
4. Determination of the sample size,
5. Implement the sampling plan,
6. Sampling and data collecting,
7. Review of sampling proces

Definition of population concern: Successful statistical practice is based on focused problem definition <http://en.wikipedia.org/w/index.php?title=Problem_definition∓action=edit> . Typically, we seek to take action on some population <http://en.wikipedia.org/wiki/Statistical_population> , for example when the percentage of hispanic children in our gymnastics programs is found to be significantly lower than the percentage of hispanic children found in the general population.

An initial determination of the specific racial and ethnic minorities on which participation levels would be collected started with a review of recent U.S. Census categories. The 2000 Census included the following six race categories plus the 'some other race alone' categories.

1. White (non-hispanic)
2. White- Hispanic
3. Black or African-American
4. American Indian or Alaskan Native
5. Asian
6. Native Hawaiian or other Pacific Islander
7. Some other race

These were the seven categories on which data was collected in the USA Gymnastics Survey (hereinafter, "the Survey") with a single exception. That exception was the substitution of "Middle East" for "Native Hawaiian or other Pacific Islander".

Specification of a sampling frame <http://en.wikipedia.org/wiki/#Sampling_frame> : The sampling frame must be representative of the population of concern.

The sampling frame included the vast majority of the professional membership of USA Gymnastics. Specifically, the survey was sent via email to every Member Club registered with USA Gymnastics. In addition, it was sent via email to the various Regional Chairs for distribution within the various regions of the country to every professional member registered with USA Gymnastics.

Specification of sampling method <http://en.wikipedia.org/wiki/#Sampling_method> for selecting items or events from the frame: Within any of the types of frame identified above, a variety of sampling methods can be employed, individually or in combination. In the case of the Survey convenience sampling was used.

Convenience Sampling: Sometimes called grab or opportunity sampling, this is the method of choosing items arbitrarily and in an unstructured manner from the frame. Though almost impossible to treat rigorously, it is the method most commonly employed in many practical situations.

Printed below is the exact language used in the survey sent to the professional membership of USA Gymnastics specifying the convenience sampling method to be used.

We would like you to take a few moments to sample the

participants in your gym on a typically busy night during the week. The more times you can do this, the more accurate the information will be. Using this information as a starting point we can then extrapolate percentages for male, female and minority participation within your entire gym.

The information reported will look something like this:

| | |
|--|---------|
| Total gym enrollment at the time of the sample | 300 |
| How many kids were in the gym at the time of the sample? | 60 |
| Date of sample..... | June 11 |
| Number of females Females | 46 |
| Number of females Males | 14 |
| Number of Caucasian | 42 |
| Number of African Americans..... | 8 |
| Number of Hispanics..... | 2 |
| Number of Asians..... | 4 |
| Number of Middle Easterns..... | 0 |
| Number of American Indians..... | 0 |
| Number of Unknowns..... | 4 |

Determine the sample size: In general, the larger the sample the better the results. But, large number of observations are of no value if major sources of variation are neglected in the study. In other words, it is taking a sample group that matches the survey category and is easy to survey that makes a survey accurate. In this case had we decided, for example, not to include any professional members from California, Texas, and Arizona in our survey, then our survey results would have been invalid. In the case of the USA Gymnastics survey the distribution method was selected to insure the largest and most representative sample possible.

Implement the sampling plan: The survey was conducted by the office of USA Gymnastics located in Indianapolis. As the National Governing Body for the sport of gymnastics in the United States, USA Gymnastics is uniquely qualified to reach the largest possible number of professional gymnastics coaches and administrators. Those professionals are in the best possible position to make accurate assessments as to the racial makeup of their students.

Sampling and data collecting: The Survey was sent to all USA Gymnastics professional members with instructions to log onto the USA Gymnastics and then to go to "Diversity in Gymnastics" link. The exact language is printed below:

Please complete the on-line reporting form as soon as possible.

You can find the form at Diversity in Gymnastics <www.usa-gymnastics.org/survey/2007/diversity/mc-diversity.php>

The data was collected as discrete numerical variables

as the professional members completed the Survey. Discrete random variables produce numerical responses from a counting process. An example is “how many times do you visit the cash machine in a typical month?” or, in this case, please record the “Number of Caucasian[s]” in the gym at the “time of the sample”. The Survey results were collected in an Excel Worksheet and sent David Holcomb for analysis. A copy of that worksheet can be found attached to this report as “Appendix B”.

The Survey results were then adjusted in the following ways:

1. The actual numbers were converted from delimited characters to fixed width fields so that the functions and formulas could be used in collect and interpret the raw data,
2. Duplicate responses from the same professional member were deleted,
3. Responses containing no data were deleted, and
4. Responses that were internally inconsistent were deleted.

The adjusted Survey results can be found in Appendix C.

Review of sampling process:

In survey sampling <http://en.wikipedia.org/wiki/Survey_sampling> , many of the individuals identified as part of the sample may be unwilling to participate or impossible to contact. In this case, there is a risk of differences, between (say) the willing and unwilling, leading to selection bias <http://en.wikipedia.org/wiki/Selection_bias> in conclusions. This was certainly the case in this Survey in

which those who did not respond far outnumber those who did. This can be addressed by follow-up studies which make a repeated attempt to contact the unresponsive and to characterize their similarities and differences with the rest of the frame. In addition, email notification and on-line surveys should not be the only methods used to contact and then to survey the membership.

Perhaps the most significant flaw in the sampling process is the fact that race is a self-identification data item in which respondents should choose the race or races with which they most closely identify. Many of those who did respond to the Survey did so under a form of mild protest as they did not view themselves as qualified to make accurate determinations concerning the racial or ethnic make up of their students. This reluctance might also explain why so many members did not complete the survey. This inherent limitation was considered prior to conducting the Survey. In the future USA Gymnastics plans to ask all Athlete and Professional Members of USA Gymnastics to self-identify the race(s) to which they most closely identify as part of the registration process with the Organization. This Survey was intended to be a first attempt to determine the racial makeup of the participants in the sport of gymnastics with more accurate and sophisticated determinations to follow.

On additional significant shortcoming of the Survey results must be noted. The survey asked for separate numbers for competitive athletes. Those numbers can be found in the raw data in Appendix B. That data proved to be so internally inconsistent that it was impossible to include the results in the Report of Findings.

Report The Findings:

| | |
|---|----------------|
| Total number of clubs/professional members responding to the survey after adjustment..... | 60 |
| Total survey sample after adjustment..... | 18,994 |
| Male Participation within the sample: | 20.45% |
| Female Participation within the sample..... | 79.45% (99.9%) |
| Caucasian Participation within the sample..... | 74.46% |
| African American Participation within the sample | 6.61% |
| Hispanic Participation within the sample | 3.63% |
| Asian Participation within the sample | 10.67% |
| Middle East Participation within the sample | 0.53% |
| American Indian Participation within the sample | 0.44% |
| Unknown Participation within the sample..... | 1.87% (98.23%) |

Comparison of percentages of minority participation levels (USAG Census, 2000*)

| | | |
|---|--------|-------|
| Caucasian Participation within the sample..... | 74.46% | 69.1% |
| African American Participation within the sample..... | 6.61% | 12.3% |
| Hispanic Participation within the sample..... | 3.63% | 12.5% |
| Asian Participation within the sample..... | 10.67% | 3.6% |
| Middle East Participation within the sample..... | 0.53% | |
| American Indian Participation within the sample..... | 0.44% | 0.9% |
| Unknown Participation within the sample..... | 1.87% | |
| Total (98.23%) (98.4%) | | |

* U.S. Census Bureau 2000: Demographic Profiles: 100-percent and Sample Data. Source: U.S. Census Bureau Public Information Office 301-763-3030 pio@census.gov <mailto:pio@census.gov>

Some Comments from USA Gymnastics Professional Members Responding to the Survey

Start programs low income areas. Once people understand you don't have to be a rocket scientist to teach and coach gymnastics, it will flourish. We are to[o] elitist to appeal to the masses. Bring the cost down [to that of] playing soccer or baseball and you will [increase minority participation levels].

We are a small gym that serves a very rural area in Ohio. The minority population is very small. We average 4- 5 males per 100 athletes. We also typically average 2-3 minorities per 100 athletes. Although the minority population may seem low, it is f[avorable when compared to the local population].

We are a new club. Our gymnasium is just a few weeks old. Our primary motivation for doing the impossible is the lack of access to real gymnastics training & equipment. Our #s are small so they we just submit total.

ND has a very large Scandinavian population. Therefore mostly caucasian kids.

Depending on where you live is what your concentration will be. big city gyms will have hispanics and african-americans. all the small town gymns will be 99% caucasian. we live in area where honda is big employee, so we have lots of asians.

Missing from your demographics is 'Pacific Islanders.' I have placed those from this classification under 'Asians.

I decided that i would just do a whole year at once. i believe it is more accurate than a daily sample. as we all know all of our summer months are lean so the numbers wouldnt show the whole truth any ways.

As you can imagine, our summer enrollment and attendance is quite low. I don't think these numbers reflect the true diversity of our program throughout the full year.

Since our gym is in Hawaii and there are so many non-caucasian races and mixed kids, defining them is hard so we've marked them "unknowns."

Martha's Vineyard has a very diverse ethnic popula-

tion due to the gym's proximity to a Wampanoag tribal residence. Oak Bluffs- predominantly Portugese (winter) & African American (summer).

This is based on a visual guess of a child's gender and not on a questionair provided to the parent.

In good conscience, I cannot fill out such a form. From a personal political point of view, I believe this "strategy to help raise participation in under-represented racial groups" is UTTER NON-SENSE. This is just another example of political correctness gone CRAZY! We don't even ask our members for their nationality - and if we did, we have 800 students. Does the USOC really want me to spend all the labor hours required to look up every enrollment form and count what race each of my students are?

As a middle class, white Christian male, is the NBA doing any "reach out" programs to me and my family? When there is controversy in the NFL regarding the number of black head coaches, and they implement a system that requires NFL teams to interview African Americans for their head coach vacancies (in an effort to "raise participation in under-represented racial groups") do they also implement a system where teams are required to draft at least one Caucasian running back? (Last year, there were ZERO starting running backs in the NFL that were Caucasian - talk about under representation!)

Do I (or any reasonable person) believe that the NFL should implement such a ridiculous policy? - NO. If the best running back available is African American, then I hope the Titans draft him because I want my team to win. I think most reasonable people would agree with that. As far as I'm concerned, the racial make-up for my club is what it is based on the interest of individuals. Implementing programs that raise representation of certain races is racist in and of itself.

If the USOC through USA Gymnastics wants to implement a program that will encourage more kids, in general,

to sign up for gymnastics, then let me know - I'm all for it.

Sorry about the political "soap box" - but I can't stand PC Non-sense. If I can help USA Gymnastics better itself in any other way, feel free to call on me - it's (USAG) a fantastic organization that I support wholeheartedly.

We never even think about race. Especially since about five years ago when I said to a mom of obvious African background that her daughter (pointing to a student, the only one of obvious African background) was doing great cartwheels. "She's not my daughter. Alicia (pointing to a student that looked Caucasian) is." Another mom (of obvious Caucasian background) said, "the student you pointed to is my daughter. She's doing great and loves gymnastics". Shut my mouth.

We have kids that are blends of Japanese, Chinese, Phillipino, African, Mexican, Vietnamese, Thai, Cambodian, Pakistani, Indian, American Indian, Arab, Persian, Italian, Turkish, Spanish, Portuguese (I can't even spell them all), and all the lighter European mixes. Let some federal bureaucrat come in and figure out who is what.

The town I coach in is primarily white. There are ethnic kids about 1 to 100 in town. In my classes and on my teams and in my gym, the percentage of minorities is even lower. I have about 50% boys in my 8 and under age groups. Once age 8, I only have a handful of boys. Not sure how this will affect your stats, but these are the facts.

Dear Gym Owner,

I am writing to you today on behalf of USA Gymnastics as part of an effort to obtain accurate and useful information concerning ethnic and gender diversity in gymnastics.

All Olympic sports as well as the United States Olympic Committee (USOC) are governed by the provisions of the Amateur Sports Act as overseen by the U.S. Congress. This means that USA Gymnastics and all the other Olympic sports must comply with all Federal laws that deal with the issues of gender equity, open access, non-discrimination, and so on.

As a first step in insuring compliance with all Federal regulations, the USOC is requiring the National Governing Bodies (NGB's) for the various Olympic sports to provide accurate information concerning minority and gender participation levels within the sport. The problem facing USA Gymnastics and the other NGB's is that this information is not readily available.

It is obvious to all who take even a cursory look at gymnastics participation levels across the country that USA Gymnastics has a gender inclusion problem. Our problem is not the lack of opportunities available for female athletes that is typically a concern central to these types of initiatives. Instead, our challenge is that gymnastics traditionally has a lower percentage of male participants. This fact will not be difficult for USA Gymnastics to establish through the use information generated through the Athlete Registration process.

But minority participation levels are another matter. We can all readily identify ethnic athletes among current and not so current stars in the gymnastics world: Lynch, Dawes, Humphries, Chow, Bhavsar, Schwikert, and many others. But these anecdotal examples do not tell the whole story of ethnic athlete participation across the membership of USA Gymnastics.

This is where you come in and why USA Gymnastics needs your help.

We would like you to take a few moments to sample the participants in your gym on a typically busy night during the week. The more times you can do this, the more accurate the information will be. Using this information as a starting point we can then extrapolate percentages for male, female and minority participation within your entire gym.

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In addition, we would like the same information summarized for all your competitive teams that participate in USA Gymnastics sanctioned events. These would include men's and women's artistic, sports-acro, trampoline and tumbling, rhythmic, and general gymnastics.

Of course, your numbers and percentages will vary and may vary greatly from the example presented above. That sample was taken last Thursday night at one of the gyms at Buckeye Gymnastics. This sample

included preschool students, boys and girl's recreation gymnastics classes, and a trampoline and tumbling class. The total number of students in the gym was reduced for simplicity's sake.

Your help in this Member Club survey will enable USA Gymnastics meet the USOC requirements, but it will also help us identify populations that might, in fact, be under-represented within our clubs and programs. If that turns out to be the case then we will work to develop strategies to help increase those populations. If you agree that gymnastics training is of tremendous importance in the physical, mental and emotional development of children, then what better way for us to effect a positive influence on the next generation than to expand those opportunities to all the children in our communities?

USA Gymnastics is considering ethnic origin as part of the Athlete and Professional Membership registration process so we use can self-identification as a more accurate indicator of our membership composition.

Please complete the on-line reporting form as soon as possible.

You can find the form at Diversity in Gymnastics <www.usa-gymnastics.org/survey/2007/diversity/mc-diversity.php>

Thank you for your continuing support of USA Gymnastics.

Sincerely,
David B. Holcomb
Buckeye Gymnastics, Inc.
USA Gymnastics Executive Committee